



# USAID | SUDAN

FROM THE AMERICAN PEOPLE

## ANNOUNCEMENT NO: VA-11-004 (Juba)

**OPEN TO:** All interested and qualified candidates  
Current mission employees serving a probationary period are not eligible to apply.

**POSITION:** Agricultural Specialist

**OPENING DATE:** Sunday, January 2, 2011

**CLOSING DATE:** Sunday, January 31, 2011 - max. 4:30 p.m.

**WORK HOURS:** Full-time; 40 hours/week

**SALARY & GRADE:** FSN-11 (Development Level)

**In-house candidates must apply through their supervisors.**

NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK PERMITS ALLOWING WORK IN COUNTRY BEFORE APPLYING FOR THIS POSITION.

USAID/Sudan is seeking a qualified individual for the position of Agricultural Specialist at USAID Juba.

### BASIC FUNCTION:

The Agricultural and Natural Resources Specialist (hereafter the "Contractor") serves in USAID/Sudan as a member of the Economic Growth Strategic Objective Team. The Contractor is charged with responsibility for the design, monitoring, and evaluation of USAID agricultural, environmental and natural resources, and rural development programs in Sudan; monitoring and reporting on agricultural, environmental and natural resources, and rural development trends in Southern Sudan; and advising USAID/Sudan on program development and policies required to enhance broad-based agricultural and rural economic growth in Southern Sudan.

The Contractor will work closely with the Economic Livelihoods Specialist (to be recruited) and be supervised by the Economic Growth/Food Security Team Leader. The Contractor will be held accountable for and evaluated against mutually established specific work objectives and performance indicators. She/he is a senior professional with a degree - preferably an advanced degree - in an agricultural or natural resources/environmental field (or evidence of equivalent qualifications based on professional experience). The Contractor is familiar with issues relating to environmental and natural resources, rural and agricultural sector development. S/he will use her/his independent judgment and initiative to complete complex tasks with minimal technical supervision.

The incumbent will utilize her/his technical skills and knowledge of program implementation to recognize opportunities for new initiatives and propose modifications of program results. She/he will ensure financial and administrative management of his/her assigned programs. The incumbent will carry out his/her duties as a staff member of USAID/Sudan, working in close collaboration with other staff of USAID/Sudan and with frequent interaction with senior levels of the Government of Southern Sudan (GOSS), implementing partners, and other donors.

**QUALIFICATIONS REQUIRED:**

NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

--Education: Masters or PhD is desirable; Bachelor's Degree is required and adequate if coupled with sufficient relevant professional experience; specialization in economics or agricultural economics is desired, although qualifications in another field combined with appropriate professional experience may also be considered.

**--Prior Work Experience:**

With an advanced degree (Masters or PhD) five or more years of prior work experience is required with at least three years' experience in development assistance programs preferred. With an BSc/BA, at least 10 years relevant work experience is required. Experience working on development programs in private sector development, finance or micro-finance, marketing, or economic policy is preferred.

**--Language Proficiency: (This will be tested)**

	Speaking	Reading	Writing
English:	Fluent Level IV	Fluent level IV	Fluent level IV

**--Skills:**

Managerial and coordination skills; excellent interpersonal skills in various settings; good social and professional judgment; ability to undertake extensive field trips; ability to maintain collaborative working relationship in a team structure. Ability to work under complex situations and maintain high quality work output. Ability to communicate effectively with beneficiaries. The ability to work in teams and apply good listening and interviewing skills will be important to accomplishing the objectives of this position. Able to develop and maintain an extensive range of working level contacts with stakeholders. Ability to communicate ideas in writing and orally, clearly and effectively in English and at least one indigenous Southern Sudanese language. A strong ability to analyze information, evaluate data and prepare reports and related documents in English and at least one indigenous Southern Sudanese language.

**SELECTION PROCESS:**

--Applicants must be eligible for appointment under local government laws and regulations.

--Management will consider nepotism, conflict of interest, budget, and visa status in determining candidacy.

--Selected candidates must pass a pre-employment medical and security clearance in order to be eligible for hire.

**ADDITIONAL SELECTION CRITERIA:**

1. Current employees serving a probationary period are not eligible to apply.
2. Current Ordinary Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their recent Employee Performance Report are not eligible to apply.

**TO APPLY:**

Interested individuals for this position should submit **ONLY** Form DS-174. This form is available on US Embassy web site.

**Additional Application Instructions**

- DO NOT attach any additional or supporting documents such as certificates, licenses or awards.
- RESUMES will NOT be accepted.
- INCOMPLETE applications will NOT be considered.
- Completed applications must be received on or before the closing date listed on the Vacancy Announcement. Applications received after the closing date will not be considered

**Submitting Your Application**

Email completed application only once to: [khartoumusaidhr@usaid.gov](mailto:khartoumusaidhr@usaid.gov). Subject Line must include Position Title and Vacancy Announcement number.

**OR**

Deliver one copy to: U.S. Embassy, Khartoum or USAID/Juba. USAID/Khartoum applications Box is outside Consular Entrance.

**If Selected for Consideration**

Only persons selected for further consideration will be contacted and advised of the date and time for interview and testing. English proficiency (oral and written) testing is required. More than one appointment may be necessary. Only candidates attending the interview will be required to provide supporting documentation; for example, ID, licenses, educational certificates. ALL supporting documentation must be in English or translated.

**DEFINITIONS**

Ordinarily Resident (OR): A Sudanese citizen or a citizen of another country whose primary residency is Sudan and who has the required work permit for employment in Sudan.

*The US Mission in Sudan is an Equal Opportunity Employer. Candidates will receive consideration without regard to race, color, religion, sex, national origin, disability, age, or sexual orientation.*

***The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs***